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. . . The 178th Meeting of the CIA RETIREMENT BOARD
 convened on Thursday, 30 March 1972, at 2:00 p.m. in Room 5E62, Headquarters,
 with the following present:

Mr. Harry B. Fisher, Chairman

DDP

DDI

S&T

S

Legal Adviser

e, Technical Adviser

d, DD/Pers

Executive Secretary

Recording Secretary

25X1A9a

25X1A9a

25X1A2e

GUEST:

Office of Security, appeared on behalf of
 at the Board's request.

25X1A9a

., Chief, FE Support,
 appeared on behalf of
 the Board's request.

25X1A9a

MR. FISHER: First of all, let me just say for the Board's

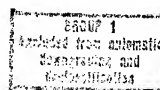
information that we are getting down near to the last item on our revised
 regulations, and there will be quite a few changes that we haven't
 caught up with for some period of time, plus a rather significant change
 in the appeal procedures. The appeal procedures have been clarified in
 order to make them more realistic with today's requirements.

25X1A

One point I did want to make is that we have
 long been required by the regulations to identify the Board and that the
 Board has reached a tentative adverse decision, and then give the person
 a chance to appeal. I must admit we have not always done this. They get
 their appeal, but they get it at the end. Now we have sort of clarified
 this one procedure and we are going to be in a position of having the person
 appear before the Board -- which more and more we have tended to do --
 in order to at least say that they have been before the Board and have
 given us everything that they can. Anyway, I did want you to know
 that we hope to catch up with everything.

Now, did anybody have any trouble with the
 Minutes of the 2 March 1972 meeting? (No response.)

. . . The Minutes stand as written . . .

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MR. FISHER: We now move on to a group of six employees who have reached the 15 year point and who appear to meet all the criteria for designation as participants.

. . . This motion was then made, seconded, and passed designating these employees as participants in the System . . .

MR. FISHER: We also have a group of 12 who have completed more than five years of Agency service and who appear to meet all the criteria for designation as participants.

. . . This motion was then made, seconded, and passed designating these employees as participants in the System . . .

MR. FISHER: Then we have two voluntary retirements of participants under the System: [REDACTED] who is age 54 25X1A9a and who otherwise meets all the criteria for voluntary retirement; 25X1A9a and [REDACTED], age 50 and who otherwise meets all the criteria for voluntary retirement. [REDACTED] do you have some more? 25X1A9a

25X1A9a [REDACTED] Yes. [REDACTED] 15 May; 25X1A9a
25X1A9a [REDACTED]

. . . This motion was then made, seconded and passed approving these voluntary retirements . . .

25X1A9a MR. FISHER: [REDACTED] would you like to address your-
self to the case of [REDACTED] 25X1A9a

25X1A9a [REDACTED] I tried to find out some more information today because I found out she is willing to talk to anybody that's willing to listen to her about all of this. She's still trying to get her Ph.D. She came in a good many years ago with a request to work until age 65, and at that time I think [REDACTED] then took the position that it should 25X1A9a be handled on a year to year basis, and I think it has been handled that way.

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I brought Ed Proctor up to date on all of this and, thus, this statement: It just has to be treated completely on a compassionate basis and there is no basis at all for trying to hold her on as an employee that you can't get rid of. And by no stretch of the imagination is he saying to go ahead and give it to her.

She talks to a lot of people. There is nothing in writing, but I do know that she says that she runs down to the Civil Service Commission periodically to ^{make} ~~make~~ sure that the laws haven't changed and that the mandatory retirement age is ⁷⁰ still ~~68~~. She also made a statement that if you follow the Chinese calendar, she's not really that old. I'm just trying to show you how she's making every possible effort to hang on. I'm just giving you a flavor of the individual and I'm sure that she intends to put in another request year after year.

MR. FISHER: Both her age and her appearance -- I understand she apparently looks her age -- is going to make it awfully difficult for her to get a job. Frankly, I think she's unduly optimistic about getting her Ph.D in another year and then being hired by some university, which are also trying to get rid of people with age.

I'm afraid that it's one case that goes on and on. I guess you realize that she was scheduled to retire in 1969 at age 62, because she didn't have enough service to retire earlier than that. And then, I guess it was because of the 12-year requirement to get the statutory insurance that we extended that time until July, 1970. So she got another year and one month, and she has hung on to that month ever since. Then we extended her again until June, 1971, and again until June, 1972, and in September she will be 65 years old. I also note that you cannot say in her case, as you can in the case of many, that on the positive side she really doesn't use her annual leave and sick leave. She only has 43 hours of annual and 69 hours of sick leave.

Personally, I feel very sorry for her, but it would seem to me that the old compromise is in order here -- give her something, but make her realize that she's not getting another year. I would be willing to go for 31 December 1972 as a close-out date. She has waited until right down to the wire, and it's only three months until her retirement time.

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25X1A9a [REDACTED] Would it be to her advantage to retire before June?

25X1A9a [REDACTED] Not if she can get another six months.
What entitlements does she have under Social Security?

MR. FISHER: She's fully covered.

25X1A9a [REDACTED] Is it the minimum?

MR. FISHER: I don't know that it is the minimum. I don't know what her income was during that period and it's a rather involved formula, but I would think she would be above the minimum. She doesn't need many quarters of income.

The minimum right now is \$75 and some change, but that's if you have the minimum number of quarters. Now, she worked for these quarters and she has coverage and she's entitled to it right now.

25X1A9a [REDACTED] She doesn't seem to acknowledge this at all in her memorandum.

MR. FISHER: I'm only guessing at the amount. I know that it is said that with nothing but a \$150 quarter a year, you are entitled to this. Now she's been making 6, 7, and \$8,000 a year. I would say she must be getting \$100 or something like that from it.

25X1A9a [REDACTED] She doesn't take account of it in here.
Well, she might end up being some sort of a problem.

MR. FISHER: You mean a problem in that she might fight it and refuse to sign?

25X1A9a [REDACTED] Yes.
I think we ought to make the date effective 30 June of this year.

25X1A9a [REDACTED] How about September when she will be 65?

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25X1A9a [REDACTED] That's what I was thinking.

MR. FISHER: I have nothing against it, but it seems to place some legitimacy on her 65th birthday, which really has no interest for us. And September is really going to confuse us with 30 June with respect to our ceiling. I really think it should be 30 June or 31 December, because for anything in between here we are going to have to sharpen our pencils to see what the cost of living is going to do for her.

25X1A9a [REDACTED] The last letter from the Board didn't say anything about it being the last extension, did it?

MR. FISHER: No, but I think we are ready for that letter now.

25X1A9a [REDACTED] Yes, I think so, too. And I also tried to see if there would be employment for her, but I don't think there will be.

25X1A9a [REDACTED] You have been using the two-year rule of thumb, haven't you, Harry? in cases like this?

25X1A9a [REDACTED] You mean the age of 62?
Yes.

MR. FISHER: I have to admit that we are beyond what's required. What bothers me is that she's got us in a position where we are hitting her with something dramatic. She might act dramatically as a result of it.

25X1A9a [REDACTED] She knows she's late with this request.
She says so in her memorandum.

MR. FISHER: In a sense I'm glad that we have the word that she does have Chinese, which is still very valuable. So there is a little operational overtone provided for us.

I could take it either way. To me, I'm ready to go for 31 December.

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25X1A9a [REDACTED] What was her rational in the 31 July 1973 request? Why July?

25X1A9a [REDACTED] Well, we had to extend it to July, 1970, and she has carried it from year to year.

MR. FISHER: Once she was told that July was the date, then she asked for it a year from then on, and every year.

25X1A9a [REDACTED] She says - "July as I originally requested."
She put it in her memorandum.

MR. FISHER: She did originally request retirement at age 65.

25X1A9a [REDACTED] Yes, I think so.

MR. FISHER: On that basis it wouldn't be bad, except that September is a bad month. I think she would be better off in June rather than July.

25X1A9a [REDACTED] She asked for two years last year and we gave her one year.

25X1A9a [REDACTED] She says here that Medicare only paid \$52 of a ● \$1200 bill. Isn't that a little strange? don't they pay more than that?

MR. FISHER: There is a \$50 deductible fee.

25X1A9a [REDACTED] This says - "not including the \$52 paid by Medicare."

25X1A9a [REDACTED] That implies that Medicare paid only \$52.
She said - "the balance of the bill ..."
That balance may not have been just for one bill.

25X1A9a [REDACTED] She talks about the balance at the end of January, 1972, which does not include the \$52 paid by Medicare. You can read it several ways. That could have been a \$52 payment that Medicare

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made in June, or that might have been the total. It's hard to say, but it would be strange for Medicare to just pick up \$52 for a bill in excess of \$1200.

25X1A9a [REDACTED] With her husband's income and her's, and maybe \$100 or more from Social Security, \$600 a month or something like that is her real annuity. I think we better move to cut this off myself.

MR. FISHER: Unfortunately, it's going to take us a couple of weeks to get the paperwork to her, and then she's going to take a couple of weeks and study it and she's probably going to appeal, and the IG is going to get into it, so I think 30 June is going to squeeze us. This is one reason I lean towards one more compassionate extension to 31 December.

25X1A9a [REDACTED] And make it a terminal extension.

MR. FISHER: And say that it's final and she must plan for getting out, yes.

25X1A9a [REDACTED] I think that's far beyond the call of duty.

MR. FISHER: I think it is.

25X1A9a . . . Motion was then seconded and passed extending
[REDACTED] to 31 December 1972 . . .

25X1A9a

25X1A9a

MR. FISHER: I'm also tying the [REDACTED] case -- in a sense -- into the next case of [REDACTED] which is also from [REDACTED] I think STATSPEC we could possibly find our way to doing something similar here. As a matter of fact, Ed Proctor has led us by suggesting a cut-off date of 30 June 1973.

We had [REDACTED] here before. She's a 25X1A9a real character. She also wrote me a little note thanking me and the Board for our compassion and understanding and so on. She's one of the few who have ever done that. But she's pushing it. I don't even think it's necessary to go back into the [REDACTED] case. 25X1A9a

25X1A6a However, [REDACTED] really was about to 25X1A9a retire from DDP way, way back, and then sort of hung on and hung on and

hung on. The DDP had sent her to [REDACTED] and were prepared to send her

25X1A6a to the D Career Service to stay out of [REDACTED] but then that fell through.

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25X1A9a

[REDACTED] That's how she got her first extension.

MR. FISHER: Yes, with the understanding that she would then come home and retire. Then she asked for a year's extension and now she's asking for another extension.

25X1A9a

I don't know how well these two women know each other, but I think it would be consistent to give [REDACTED] the same word that we are giving [REDACTED] - a final extension as of 30 June -- which will take her past her 62nd birthday. On the other hand, she's planning on November, 1972, and we could give her until January, 1973.

25X1A9a

I don't know [REDACTED] how you all feel about it. What's your pleasure? I don't think she would feel that two months were very much. And of course, the critical date for the Agency is obviously 30 June 1973 in terms of getting down our ceiling. So it would either be a 7 month extension to June, 1973, or a two month extension to January, 1973.

25X1A9a

[REDACTED] I move we extend her until 30 June 1973.

That seems to be in Ed Proctor's recommendation, too.

25X1A9a

[REDACTED] Well, Ed just put one or the other. He was trying to tie it into her birthday or to the ceiling problem.

25X1A9a

25X1A9a

MR. FISHER: [REDACTED] is in a better position than [REDACTED] is. She's got a sizeable annuity coming to her and she doesn't have this disabled husband who probably, despite his income, is more of a burden than his income provides for. Of course she has the problem of supporting one sister and helping another, but they could move into one household.

So, it's whatever you think. We could go for January, her 62nd birthday, or for 30 June. And the pitch from

[REDACTED] is a little stronger here in terms of her [REDACTED]

25X1A6a

25X1A9a

[REDACTED] Could she do that on a part-time basis? 25X1A9a by contract? if they really needed her?

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25X1A9a [REDACTED] There is no operational assessment. Let's
STATSPEC just leave it at that, because [REDACTED] the first thing you know we'll get every
[REDACTED] linguist thinking they are going to get a contract.

25X1A9a [REDACTED] In order to preserve some meaning for the
age 62 limit, I think it would be well to tie it in with that.

MR. FISHER: You mean stay with the January date?

25X1A9a [REDACTED] Yes.

MR. FISHER: And unfortunately we have a little more
time here, too. We are telling her in March that the date is January.

25X1A9a [REDACTED] If it were a little more on compassionate
grounds I could see going another six months.

MR. FISHER: And also, you get the feeling that this gal
can go out and get another job.

25X1A9a . . . This motion was then seconded and passed
extending [REDACTED] to January, 1973 . . .

MR. FISHER: Should we ask our Counsel to leave the room
on this next one? We'll just ask him to be a silent observer on this one.

25X1A9a

25X1A9a [REDACTED] is the next case and she happens
to be [REDACTED] secretary. She's asking for about 11 months and on the
balance it doesn't look bad to me. I do happen to know that [REDACTED] 25X1A9a
has been sans husband for many, many years and has truly had to support
herself and her son and has sent her son through college, which I think is
a legitimate basis for assuming that she hasn't been able to save an awful
lot of money.

I think the point here is that now that he has
finally graduated and is self-supporting, she needs another year to liquidate
her debts and get herself in good shape.

25X1A9a [REDACTED] She also says nothing about her Social Security,
though, and she had 13 years of it. And she will soon be 62.

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MR. FISHER: It's a big job to reconstruct Social Security, but yes, she is entitled to it.

25X1A9a [REDACTED] At the requested date she would be 62 in one month, is that right?

MR. FISHER: Right. Larry Houston, who is probably as close to all that we're doing here as anybody, has certainly supported the request that she get this one year.

25X1A9a [REDACTED] I take it you don't have a T/O problem there, John?

25X1A9a [REDACTED] (Shaking his head no.)

MR. FISHER: Well, you know, in all fairness, it's true that she is a GS-9, and to the extent that that's a desirable level for a gal, if she left someone else would get that position.

25X1A9a [REDACTED] My only thought there is that the gals who are there have been there much, much less and are much, much younger, and they wouldn't get that GS-9 right away anyhow. So you can't say that she's blocking a space.

25X1A9a [REDACTED] What about her employability, John? on the outside? She's got a pretty good legal background apparently.

25X1A9a [REDACTED] Well, she's thinking that if she gets this extra time she'll go to work part-time rather than full-time. While she is in good health, she doesn't think she can hack a full-time, 40-hour week in a law firm.

MR. FISHER: In contrast to the other two cases, she is just ⁶⁰~~62~~, and with the secretarial types we have been reasonably liberal -- if they can give us some good story.

25X1A9a [REDACTED] Well, the only thing I was wondering about was whether or not there is a case for 30 June 1973 as opposed to the end of 1973.

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25X1A9a

[REDACTED]

Well, then you get into the business of sharpening up your pencil again with regard to Social Security.

MR. FISHER: I happen to know about that because I dug into this case a little bit. She didn't put it in here and I think she was smart not to.

There is one other little gimmick here and that is that by staying until December she'll have UBLIC coverage, which she wouldn't have otherwise. I just throw that out for your information, because we certainly have not made extensions on the basis of UBLIC. But, I think we would if it was a matter of a month or two months. I would do that on my own authority.

But if we cut her off in June she would be a couple of months shy of UBLIC, so I throw it in as a balancing factor if you are trying to make a determination between June and December. There is that much to be said for it. And I tell you in all honesty that she showed me a draft of what she was going to write and I suggested that she take that out. Apparently she understood this and took it out. But as I say, now that we are down to deciding on which month, it's a factor.

25X1A9a

[REDACTED]

Well, December, 1973, will still preserve our age 62 rule of thumb.

MR. FISHER: Does anybody have any real problem with that?

Jack, how do you feel about that?

25X1A9a

[REDACTED]

31 December 1973 sounds fine to me.

. . . This motion was then seconded and passed . . .

25X1A9a

MR. FISHER: Now, on [REDACTED] it's really a question of recapitulating. We went through this at some length with Howard Osborn, who really represented [REDACTED] is out on sick leave and it wasn't really possible to get him in here. 25X1A9a

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You will recall that we left it with Howard Osborn that if he wanted to appeal to the Director he might do so, and he has. The Director was not a pushover on this by any means, and he left it with Howard to - "Tell Harry to submit the Board's recommendation and his recommendation and to note for me that this is the case that you spoke to me about." But the Director did say that the Board is doing a damn good job and he's not about to just push us over.

25X1A9a

[REDACTED] That's interesting information.

MR. FISHER: The Director also said that he has to worry about precedent and what he's doing and how much more the man will get under this System. Then he threw a curve by saying - "And tell Harry that I want comments from OMS" -- which is not too bad -- "and the IG."

So in a sense, you're almost making an appeal. I don't know quite how I drag the IG in at this point.

25X1A9a

[REDACTED] I don't think you can until you have made your point, Harry.

MR. FISHER: But I do have a statement from Dr. Tietjen that whether it's Civil Service or CIARDS, [REDACTED] will have no trouble with disability retirement. You wouldn't think it would make that much difference, but it's surprisingly over \$100 a month difference. 25X1A9a

25X1A9a

[REDACTED] Under CIARDS?

MR. FISHER: Yes. He has a pretty high hi-3. He's up around 30,000 for a hi-3. It isn't an insignificant amount, but it's also really not a major determinate. We all know you get more under CIARDS.

I don't know whether the Director will want to look at the verbatim or not. Maybe this is what he wants the IG to kick in on when I get it all wrapped up. What I would like to do here -- If all of you have fresh in your minds what we discussed with respect to [REDACTED] we would then be looking for a recommendation that we do not see qualifying service in his case, which I think was our conclusion.

25X1A9a

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25X1A9a

[REDACTED] I think I missed that particular meeting,
so all I have to go on is what I have here, but I can't see it.

25X1A9a

[REDACTED] I can't either.
Osborn didn't really contribute much factual
data. He was strong on the idea that in view of the sensitivity of this
thing, of a key guy going out to seek other employment and not being able
to be a little more forthcoming than maybe otherwise he would have been.
Am I fairly stating that?

25X1A9a

[REDACTED] Which would place the individual at a
distinct disadvantage in getting other employment. But he isn't going
to seek other employment, so that sort of ruled that out.

MR. FISHER: John has really said this. After he tried
to make a case for domestic qualifying service -- and I think he realized
that he wasn't making a very good case -- he really wrapped it up by
saying that this guy knows so many sensitive things that he wants him to be
happy and to put him under our System.

25X1A9a

[REDACTED] But they weren't trying to bribe him.
That was not the context of it at all!

25X1A9a

. . . Motion was then made, seconded and passed
to disapprove Mr. [REDACTED] request for participa-
tion in CIARDS. This motion was concurred in by all
the Board members . . .

MR. FISHER: Okay, now we can take it from there.

This now brings us to the addendum - the
case of ~~Mr.~~ [REDACTED].

25X1A2e

25X1A9a

[REDACTED] will be here in 15 minutes
to appear before the Board on this case.

MR. FISHER: Well, I want to discuss this a little bit
first. I want to set some groundwork for the man coming in.

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In his memorandum [REDACTED] gives the first 25X1A2e
period of service as being with [REDACTED], which is one we have had thrown 25X1A2d2
at us before. Again, it sounds pretty dramatic, but what it really was

[REDACTED] 25X1A13c

25X1A9a [REDACTED] How do you relate it to 11(a), (b), or (c)
of the regulations?

MR. FISHER: You don't, other than the fact that they
met in safehouses to keep everybody from finding out who the plants were.
But I find it a little difficult to consider it as being stringent trade-
craft.

25X1A9a [REDACTED] His own personal cover must have been CIA,
because it was a CIA building. (Laughter.)

25X1A9a MR. FISHER: Okay, so that's June 1961 - 1962. I
just wanted you to understand the nature of this thing in case you want to
query [REDACTED] on it.

We then come to the period of August, 1962,
to March, 1965, which is a total period of 31 months of which he claims 24
are good ones. Here again, I see it as [REDACTED] 25X1A13c

[REDACTED] Again, it doesn't really 25X1A13c
sell me unless you can say that they did it in such a realistic fashion
that somebody shot at them as they conducted these probes. But I would
like to hear a little more about [REDACTED] Okay, 25X1A13c
that takes him through March of 1965.

Then he hits April, May, June, and July
of 1963.

25X1A9a [REDACTED] I guess for some of that time he was in Africa.

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MR. FISHER: And this period of time overlaps the previous period of time by three months.

25X1A9a [REDACTED] He has some overseas time which isn't credited.

MR. FISHER: Yes, he had to be in [REDACTED] 25X1A6a

25X1A9a [REDACTED] That information wasn't in the file, so I just put zero down for any overseas time. It wouldn't have been very much time anyway.

25X1A6a MR. FISHER: Again, it obviously overlaps and it's a little tough for me to see it all. But to the extent that he was overseas in [REDACTED] -- and obviously we are not going to have any problem with that -- but I would like to know the amount of time involved.

Then he picks up from October, 1964, to August, 1965. Now again, there's a 10-month period here but it includes the time from the first period of time, as do the above three months. Now maybe he's real smart, because he only asked for 7 months out of the 10 months.

Frankly, I don't even know what he means. There's not enough information here. We'll have to ask about that period. And you know, it all tends to overlap a bit.

Let me just go back here and read this. He's saying that it was an extraordinarily sensitive surveillance project, that it was an unprecedented operational activity. (Mr. Fisher continued reading from ~~Mr.~~ [REDACTED] memorandum.) I just don't have a clue as to what it is, so we'll have to ask about that.

25X1A2e

Then he jumps to December of 1964 until March of 1968. That includes eight of the above 10 months and he starts out with the fact that he screened people to hire as contractors. I have no feel as to what his direct participation was in this thing. It sounds to me like he did the hiring, but I just don't know.

The next period of time is one month and it's hardly worth getting excited about. Then he drops back to February, 1967,

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to November, 1971, which is a pretty long period. But that also includes a 13-month overlap with this period of 1964 to 1968. And he's asking for all 57 months, even though it includes 13 months from the previous block of time. It also includes the one month period of time we were talking about right above here, so it can't possibly be 57 months.

25X1A13c

25X1A9a

[REDACTED] Harry, the one thing you haven't touched on is that he points out that during the completion of the building he was placed in charge of this corporate entity. Well, what role he had we don't really know. We note that by his biographical file he went out

25X1A2d2 of [REDACTED] for about a five month period in 1962 and back to the Physical Security Division, to the Physical Surveillance Branch, and then he went

25X1A2d2 back to [REDACTED] and stayed there until November of 1966. So these activities right here [REDACTED]

25X1A2d2

25X1A2d2 Now [REDACTED] so depending on what he did in this could shed a lot of light here.

25X1A9a

[REDACTED] We have a precedent for that.

[REDACTED] Yes, but it's fused here. I'm concerned that maybe it doesn't follow all the way through.

MR. FISHER: You're saying [REDACTED] is the same?

25X1A2d2

25X1A9a

[REDACTED] It has to be.

MR. FISHER: That's where he was until December of 1966, at which point he was a Special Action Officer [REDACTED]

25X1A6a

25X1A6a [REDACTED] Well, the November, 1966, date doesn't click with anything really.

[REDACTED] No, it doesn't.

25X1A9a

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MR. FISHER: But for a minute, forgetting the few months that he was pulled out in 1962 -- Well, I can't reconstruct it.

25X1A2d2 If [REDACTED] then I guess you have to assume that he was there from June, 1961, to November, 1966. It's pretty close.

25X1A9a [REDACTED] It's a little bit less than five years.

25X1A2d2

MR. FISHER: I have heard about [REDACTED] but I'm not very clear as to where it was and how it operated.

25X1A9a

[REDACTED]

25X1A9a MR. FISHER: Do you feel you need any further discussion before we get Mr. [REDACTED] in here? (No response.)

. . .

[REDACTED] 25X1A9a
from the Office of Security appeared before the Board
on behalf of Mr. [REDACTED] at 2:45 p.m. . . .

25X1A2e

MR. FISHER: Dick and Art, we are trying to reconstruct what I'm afraid is a bit of a confusing presentation. There are so many overlaps of time here that it's very difficult to pull it all apart. For example, [REDACTED] speaks of a period from August, 1964, to 1965, but that includes three months of the period he identified right above it.

25X1A2e

25X1A2d2

We all know what [REDACTED] is and we can address ourselves to that. Now apparently, after he finished that he went into [REDACTED] Can you tell us something about [REDACTED]

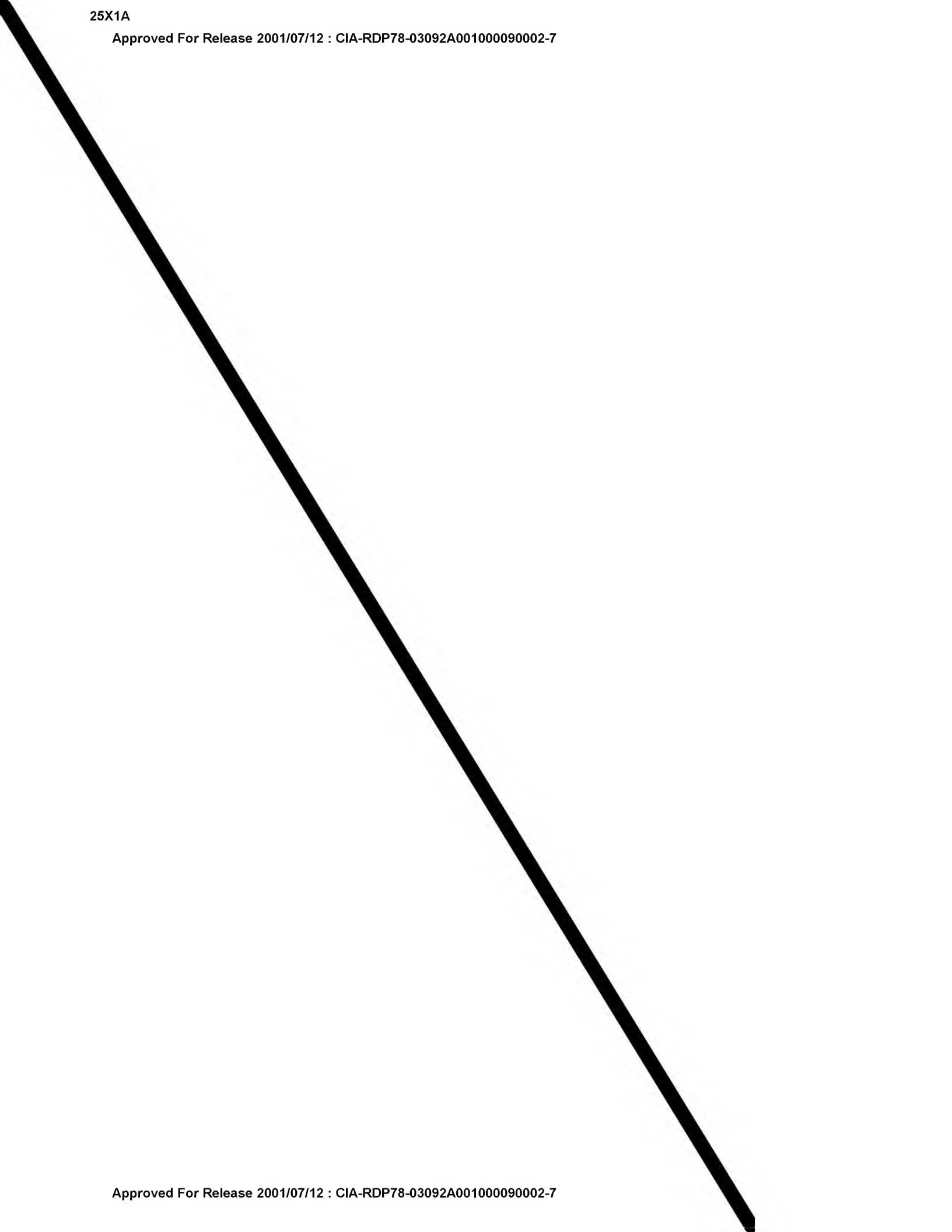
25X1A2d2

25X1A2d2

25X1A9a [REDACTED] And his role in it.

25X1A2d2

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25X1A2d2 MR. FISHER: What was your position in all of this?
you were one of the men in [REDACTED]

25X1A9a [REDACTED] I'm the inside support type - if you will,
the Security case officer.

25X1A9a [REDACTED] This is my special assistant.

MR. FISHER: You say inside and you mean just that.
You sort of run the office and control them, but you don't go out on any
of these operations. Did he?

25X1A9a [REDACTED] Yes, sir, he participated. That may explain
some of the overlap that you are talking about here. It was going, if you
will, from one operation to another almost in the same day. We are limited
and have been limited on the number of staff agent slots that we have out
there.

Not only did he direct many, many of these
operations or all of them since he has been the General Manager out there,
but he had to participate. In his particular lash-up we had only one other
staff agent. So when you have a host of other operational requirements
going down on you, you are spread sort of thin. So in this connection
he had to go from one operation to another, and that explains a lot of the
overlap that you have there.

25X1A9a [REDACTED] Was the corporation's sole business with the
Agency? or did they take on private contracts?

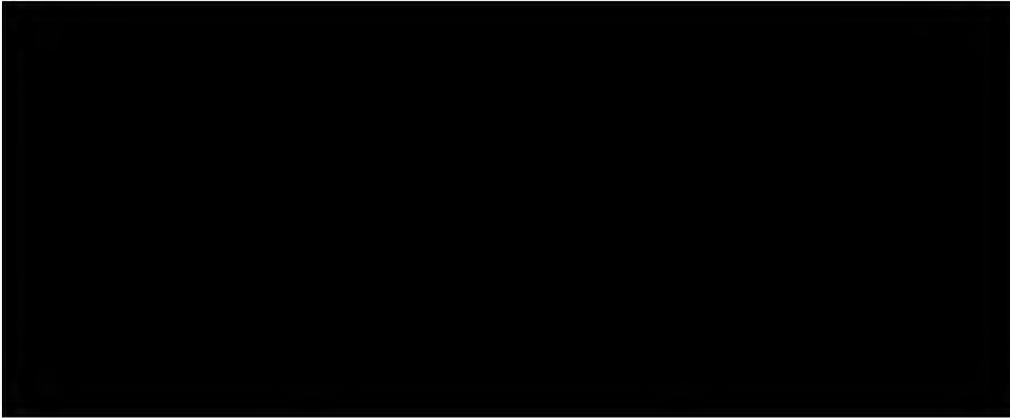
25X1A9a [REDACTED] Yes, sir, he did. In fact, they have been
apparently successful in that regard, too. In fact, in his write-up
initially he had an item which is worthy of note here having to do with

25X1C4a

19
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25X1A9a



MR. FISHER: There was a long time that you didn't come near this building, right, Dick?

25X1A9a

 I'm a staff employee but again, being very, very close to the outside world, my meetings are on the outside. I do meet with these people and I have to meet with them on assignments and administrative support.

25X1A13c

MR. FISHER: Okay. Well, let's hit just a couple of the things that he says here that we have had a little trouble zeroing in on.



and he now begins to go into the nature of things. Now this one is over rather an extended period of time.

And bear in mind that we try and follow pretty precise guidelines so that we don't vacillate back and forth on various cases, and we do have the regulations to go by as our bible in trying to determine what's domestic qualifying service. To start with, it's supposed to be either very hazardous -- and we don't normally have too much difficulty in deciding whether something's hazardous or not -- or it's supposed to be exercising a good deal of tradecraft to protect your own cover. But the regulations say in support of clandestine operations abroad, so we have to consider that, too.

And then, lastly, a third category of domestic qualifying service would be that the nature of the work is such that it inhibits you from ever getting another job, which I must admit for Security people we have had a little trouble buying. They were saying just that they

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25X1A9a

[REDACTED] Well, the company itself had a contractual arrangement - top secret - with this particular agency or that particular agency as the case might be.

MR. FISHER: But they knew what they were doing.

25X1A9a

[REDACTED] They didn't know who he was or any of the details of his background. Art, you brought out a good point of his picking the right people, if you will, and keeping the knowledge of this individual to an absolute minimum.

MR. FISHER: It's the first time to my knowledge that we put it to the outside consultant to do it.

So okay, they knew he was very important to us but they knew nothing about his background. Gosh, this next area I hate to even get into.

25X1A9a

[REDACTED] Do we need to? I assume that the cadre people that you were hiring thought they were working only for your organization. Did they know of Government interest?

[REDACTED] Yes.

25X1A9a

[REDACTED] Some, that's right.

[REDACTED] We are talking about the period 1967 to 1971 as he has written it up.

25X1A9a

[REDACTED] Actually, what it boiled down to -- This is something I don't particularly like to talk about. It was more in support of the outfit.

MR. FISHER: Who did these fellows really think they were doing this for?

[REDACTED] 25X1A13c

25X1A9a

[REDACTED] Right.

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MR. FISHER: They were all Americans I assume?

25X1A9a

[REDACTED] Yes, sir.

[REDACTED] They were witting of Government interest.

Were they witting of Agency interest?

25X1A9a

[REDACTED] I'd have to sort it out.

[REDACTED] Some yes, some no. Okay.

MR. FISHER: Well, that's a big hunk of it. That's a pretty big block of time you've got there, and again, it overlaps completely with the other things that you are doing. And I assume that it was an on-going project that he was from time to time involved with, even while he had these other things going.

25X1A9a

[REDACTED] Yes.

[REDACTED]: This is a sampling. In addition to this

[REDACTED] 5X1A13c

the other types of stuff.

MR. FISHER: How many staff people like yourself, Dick, have been involved in this whole operation? In other words, what are we possibly facing in the way of precedent of [REDACTED] types of experience? 25X1A2d2 in numbers.

25X1A9a

25X1A2d2

[REDACTED] Well, the one man that I mentioned earlier,

25X1A9a

[REDACTED] I might also add that of those staff agents some are pretty nearly qualified for the overseas part.

MR. FISHER: We have our roughest time when we are looking for 60 months. We don't have too much trouble with a guy that comes in with a couple of tours and he's looking for six months or a year, but there aren't too many where we have given the full 60 months. Does anybody else have any additional questions?

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25X1A13

MR. FISHER: One thing that offends me a little bit, and I think you ought to take it out, is that he would be at a disadvantage in seeking outside employment. Now here is a man who has established himself as a pretty good security type. He wouldn't have any trouble getting a security type job. Well, I guess that does it then. Any other questions? (No response.)

. . . [REDACTED] withdrew from the 25X1A9a meeting at 3:20 p.m. . . .

MR. FISHER: I have to admit that sometimes it's a good idea to get the people in here in order to know what it's all about.

25X1A9a

[REDACTED] What are we going to relate this to?

[REDACTED] Well, of course, everything that we do is in support of the whole Agency function.

25X1A9a

[REDACTED] (Reading from the regulations) -- "....in support of operations abroad." It's that last word - "abroad."

MR. FISHER: Well, when you start out with the installations I don't think you have too much trouble. You know that for the U-2 it's for use abroad.

25X1A9a

[REDACTED] You mean the [REDACTED] That didn't sound so 25X1A6a great to [REDACTED] me.

MR. FISHER:

[REDACTED] into these places?

25X1A13c

25X1A9a

[REDACTED] Yes. That's a scale on which we do that sort of thing. If we take that literally, then my gosh! there's no end

[REDACTED] 25X1A6a

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25X1A13c MR. FISHER: Well, I guess we all react differently to it.

[REDACTED]

25X1A9a [REDACTED] But is that in support of operations abroad?
I don't think it is.

25X1A9a [REDACTED] Maybe you can't link it to anything specific,
but it's generally in support of our operations.

MR. FISHER: I think this is really the first time that
we have had to sharpen up on that particular aspect.

25X1A9a [REDACTED] Frankly, I wish there was another way to
justify it.

MR. FISHER: The Director had a meeting two days ago and
he started out with the whole purpose of this Agency -- He started
out with the worries and so on. In a sense, anything we do is ultimately
oriented overseas. I don't know what they were doing with this group

[REDACTED]

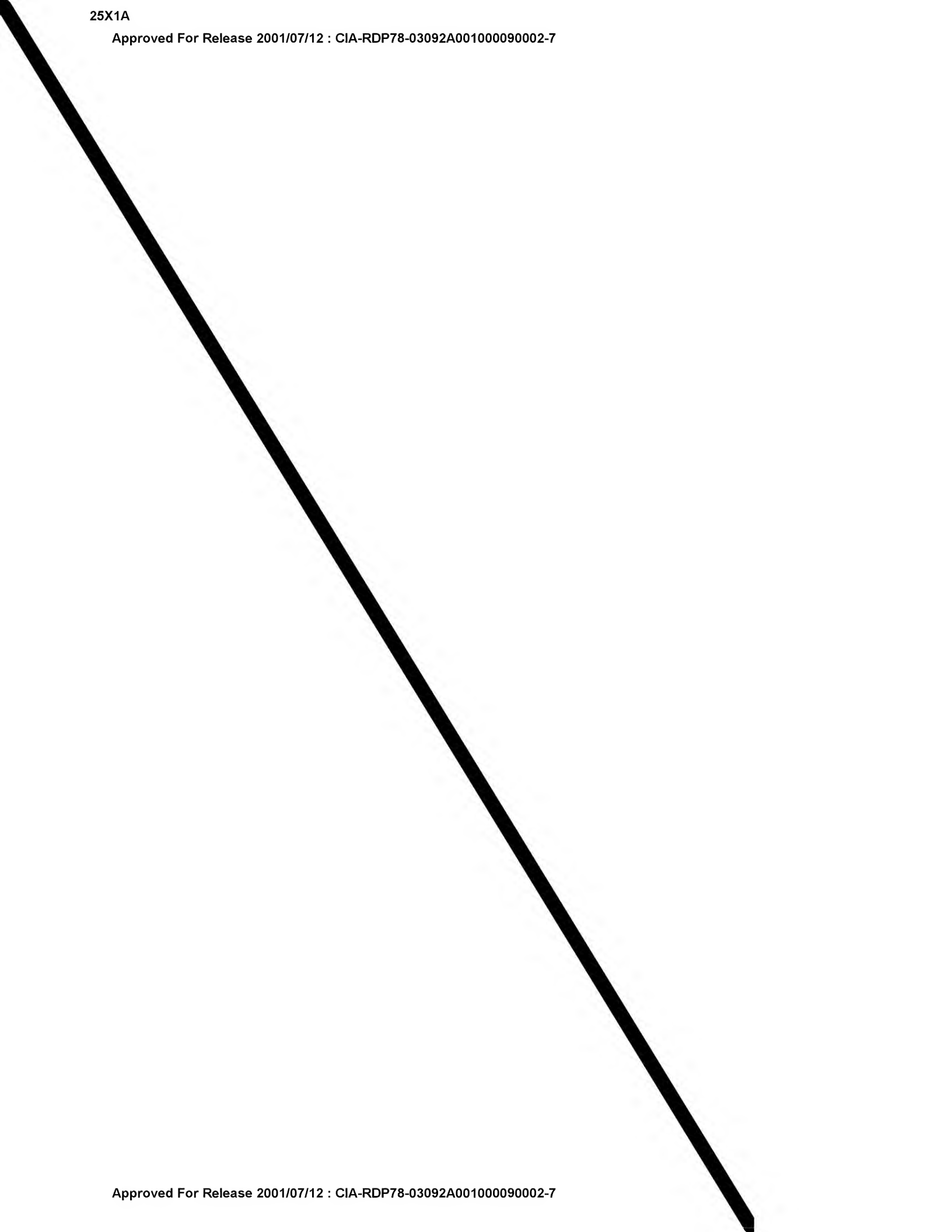
25X1X4

automatically everything we do is that way.

You know, it's funny how I have swung on this.
I must admit that before hearing the details I wasn't convinced at all that
this guy had domestic qualifying service. I'm a little more persuaded
now with his full career being under non-official cover and having had a
variety of strange jobs. But in any event, I would like to hear it from
around the table.

25X1A9a [REDACTED] Maybe our trouble is in our regulations and
the law itself, which has such words as "abroad" in it.

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MR. FISHER: Well, either way this is one that I'll be going to the Director on.

25X1A9a

[REDACTED] You have to relate it to some activity abroad.

And I don't think that was ever brought out in any way that we heard.

25X1A9a

[REDACTED] I'm afraid that Karl's point is a pretty basic one. I could vote for this under 11(b) if the word "abroad" weren't tacked onto it.

25X1A9a

[REDACTED] Well, politically we couldn't leave that word out when we wrote it, Gordon.

25X1A9a

[REDACTED] Well, it becomes a key word in interpreting this man's service.

MR. FISHER: Well, I think we would have to agree that he was doing sort of clandestine type things, or he had to do them in a clandestine type fashion. I think we would agree that he had to practice tradecraft and that really we are hung up on the word "abroad."

25X1A9a

[REDACTED] And "most stringent security."

MR. FISHER: To tell you the truth, I would hate to have to bog down on that, but I would be glad to talk about it.

25X1A9a

[REDACTED] Well, as Dick said, he's got about 10 other fellows in this, and I suppose they will have much the equivalent sort of story with a lot more time packed into them, too.

MR. FISHER: We'll know that when we see them. Many of the others had overseas time. What's your reaction, Ben?

25X1A9a

[REDACTED] I liked it. I want to believe that anything any employee does is to fulfill the mission of the Agency.

MR. FISHER: That's not defined in our regulation.

25X1A9a

[REDACTED] What I'm doing - even though a lot of what I do is for the operations abroad - if it helps the mission of the

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Agency, then I feel like I'm doing it. And with that spirit of Agency employment I get over the hurdle of the one word, "abroad", because the rest of it is all good.

In this case, since he meets all the ingredients, I can get over that by defining his relationship to the Agency mission.

MR. FISHER: I think we have to get a little closer than that. You can't say he's supporting clandestine operations abroad. There are functions around here that do not support clandestine functions abroad. What I'm saying is that supporting CS operations abroad does not, in itself, give it to them.

Here's a guy who has the other things but he's only lacking support of operations abroad. I almost feel like we would be victims of our own regulations if we stuck with it. But I hope we are clear in that we are not saying that anyone who is in support of clandestine operations abroad gets it. If you have a certain degree of hazard on it, if you practice clandestine tradecraft to protect your cover, and stringent security in extremely sensitive type operations of the kind that you would give in a minute if it was in support of an operation abroad, do we then hang up and say --

25X1A9a

[REDACTED] You're saying there that if he had both sides of the coin, which is lacking in this case. He has only one side of the coin.

MR. FISHER: How do you feel about it, Bob?

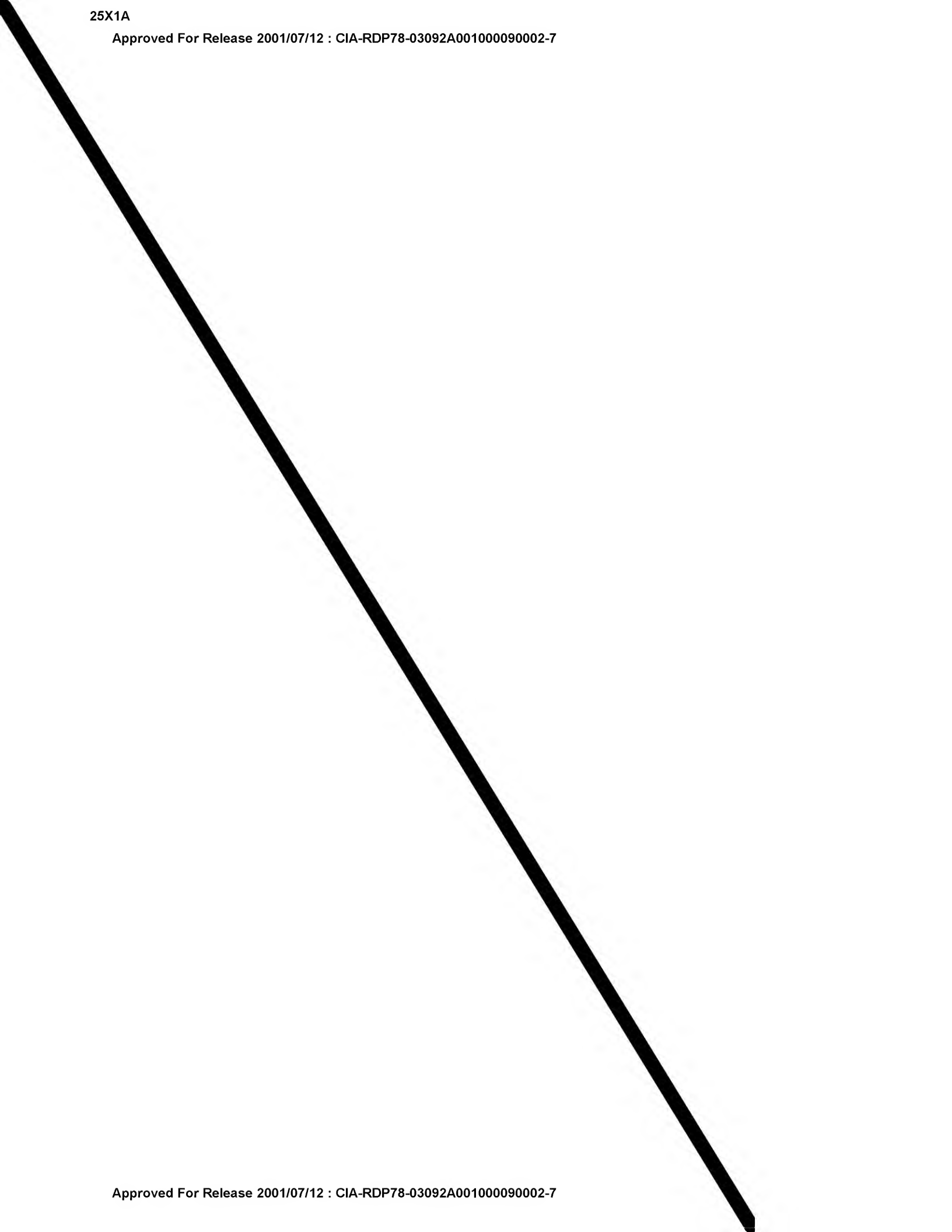
25X1A9a

[REDACTED] He can't describe this thing in sufficient detail - to satisfy us - to get the type of job that he should really have on the outside.

25X1A9a

[REDACTED] I can't buy that. He could probably put his commercial record on the line and get a better job than if he put a CIA record on the line.

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25X1A9a



Yes, but that applied to covert actions abroad.

What Bob is doing is contrasting the way they are worded, though.

MR. FISHER: Oh, boy, we are really dancing on the head of the well-known pin, aren't we? But they were not CA.

25X1A9a



Well, I would like to express a little concern on this.

MR. FISHER: I agree there is concern, but even so the bulk of this man's work was counterintelligence. And the counterintelligence particularly says "abroad."

25X1A9a



In any event, I wouldn't want to lean on this. I would much rather lean on the indirect support.

MR. FISHER: Do we have any kind of a consensus here? I don't want to go upstairs with no recommendation. Is anybody prepared to make a motion that this is either good or that it's bad?

25X1A9a



I can make a motion that it's very good, but it falls short of that one qualification. I feel that this has to be presented to the Director in this manner: We think it's an excellent case with the utmost security tradecraft, but the activities that he has been involved in haven't been in direct support of operations abroad.

25X1A9a



Not direct but indirect support.

MR. FISHER: Do I have pretty much of a consensus on that? that we see the nature of this man's whole life as meeting that portion of our regulations which require that type of activity, but we are hung up on the fact that it was not in support of direct operations abroad?

25X1A9a



Or that we were not given enough information for good and sufficient reason.

MR. FISHER: Art and Dick were trying to level with us.

25X1A9a



They would have given us all we needed.

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25X1A9a

direct operations --

25X1A9a

That was okay.

Maybe you have enough time in the years of the activities. We have not even added up the months.

MR. FISHER: I think it bothers me a bit that he's only had ten years with the Agency to begin with. (Laughter.)

25X1A9a

business I think we can buy without any problem.

25X1A9a

At least it's a block of direct support.

Does he intend to retire?

MR. FISHER: Yes, in May.

25X1A9a

I would like to see him get it if we can get over that one roadblock.

25X1A9a

We are sympathetic with the case, but we are just hung up on the interpretation of our regulations.

MR. FISHER: We will suspend action on this case -- I don't like to do this too many times, and I don't think I do -- to discuss it a bit upstairs before we zero in on it.

25X1A9a

I think the Board will make/our recommendation.

We are sympathetic to the case but we have this slight difficulty.

25X1A9a

25X1A9a

But you feel this one is far different

from case.

25X1A9a

Yes. Everything he did was in the name of the U.S. Government.

MR. FISHER: But I don't see any stringent tradecraft to protect his cover. He couldn't meet either side of it to me.

. . . The case of was suspended for further discussion . . .

25X1A2e

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25X1A9a MR. FISHER: Well, have you fellows had a chance to read
the [REDACTED] case? This is the second addendum to the Agenda.

I would like to start by saying a few things
here. While many people do it -- and [REDACTED] is smart enough to 25X1A9a
know it and acknowledge it -- this business of she was always willing to
go overseas and [REDACTED] somehow she didn't is just tough. If we tried to give
consideration to everyone who offered to go over and didn't go over, we
would really be in trouble. And that pretty much takes us up to paragraph
five.

In paragraph five she speaks about her partici-
pation in project PBSUCCESS which was the Guatamalan deal. And she obviously
did a Headquarters administrative support type of job for this, which I'm
afraid has no basis at all.

25X1A9a [REDACTED] Seven days a week.

25X1A13c MR. FISHER: And referring to paragraph six -- maybe
she comes out of it with a couple of days. I don't know. She did say

[REDACTED]
seas. These were Americans as far as I know and maybe there was a little
something here, although it is awfully weak.

25X1A9a [REDACTED] Well, the [REDACTED] site is an [REDACTED] 25X1C4a
I have been there.

25X1A2d2 MR. FISHER: Right. Then she departs from WH and she
was Deputy Chief, FE Personnel, and a field recruiter, which obviously
brings her no creditable service, and then we get into the area where you
might possibly consider something, and that's in the [REDACTED] There have 25X1A8b
been a few who have gotten credit for some time here and a few who haven't.
She was the Personnel Officer in [REDACTED] 25X1A8b

25X1A9a [REDACTED] Well, I think the people in [REDACTED] we expect to 25X1A8b
be a little bit closer to agents than she ever got.

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. . . [REDACTED] Chief, FE Support, 25X1A9a
appeared before the Board at 3:45 p.m. . . .

25X1A8b MR. FISHER: [REDACTED] has applied for domestic 25X1A9a
qualifying service and we have cut through most of her service and we are
down to her time at [REDACTED] She apparently served there from 1962 to 1970.
You overlapped for a portion of that time, right?

. . . [REDACTED] excused himself from the meeting 25X1A9a
at this time . . .

[REDACTED] Yes, from 1966 to 1970. 25X1A9a

MR. FISHER: For four of the years.

[REDACTED] About four years, yes. 25X1A9a

MR. FISHER: Now she's talking about the outset of the
Division and I realize you weren't there then, but she says she had to set
up the Division, prepare its Table of Organization, etc. She speaks of
the stringent cover and security restrictions that were imposed on the people
at this downtown location. I believe that was [REDACTED] 25X1C4a

25X1A9a [REDACTED] Right.

MR. FISHER: And I think everyone has agreed that it
probably wasn't the greatest [REDACTED] but 25X1C4a
she did have [REDACTED] identification and she was on confidential funds. 25X1A8b

Now, she speaks of not being able to use the
Agency Credit Union facilities for cashing checks -- which I can't believe
is such a critical factor -- the shuttle bus, the medical services, and the
like. How were they given medical service if they needed it?

25X1A9a [REDACTED] I'm not quite sure about that, but I
know that on two or [REDACTED] three occasions we had medical problems down
there. There were people in pretty bad health and she called ambulances
and moved them out to the hospital rather than call the medical staff here.
She dealt directly with the local hospitals.

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MR. FISHER: Well if you really had to move a person to the hospital here you would do that, too.

25X1A9a [REDACTED] We didn't have the Ames Medical Center.

MR. FISHER: Well, what about yourself, for example? You are entitled to an annual physical. Did you have to pass that up?

25X1A9a [REDACTED] Oh, no.
[REDACTED] She's talking about management wise.
[REDACTED] The people who were down there received the normal treatment and examinations by the Medical Staff that other people get.

MR. FISHER: Now I just want to hit this because she mentioned it. She says she couldn't use the shuttle bus. Did you have a car pool?

25X1A9a [REDACTED] We had two cars. We had four at one time, but I cut it back to two. And these were driven by the people themselves. She didn't drive so she had to have a ride.

MR. FISHER: But not having the ability of using the shuttle bus was not a particular inconvenience to the people.

25X1A9a [REDACTED] They were discouraged from using it. Things changed a little bit after the [REDACTED] business. 25X1A9a

MR. FISHER: Why would they want to use the shuttle bus?

25X1A9a [REDACTED] To go to Headquarters, the [REDACTED] 25X1C4a [REDACTED] wherever she had to go. For example, I had an office both there and here.

25X1C4a MR. FISHER: So you were coming back and forth. But again, if she had to come to Headquarters somebody would have to drive her out, but you did have cars for this purpose.

25X1A9a [REDACTED] Yes. And we couldn't use the elevators, either. They didn't use the elevators because there were certain press

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offices up on the upper floors, so we walked up and down the stairs. There was a restriction against using the shuttle bus and we couldn't use the elevators.

25X1A9a

[REDACTED] How high did you have to walk?

[REDACTED] To the fourth and fifth floors.

MR. FISHER: Incidentally, she said there was no authority to pay for these ambulances that you would call. I assume that they were paid for.

25X1A9a

[REDACTED] I know of two occasions where we arranged to reimburse her for it. The person who called the ambulance had to give his name and pay for it, etc. This was the procedure.

MR. FISHER: But she never got stuck with it.

25X1A9a

[REDACTED] No, not to my knowledge.

MR. FISHER: She speaks of stringent security being imposed to prevent the exposure of DO personnel and operations to the news media. Can you translate that? You were still able to live your official cover. What other restrictions were imposed on her daily or private life?

25X1C4a

[REDACTED] Well, more than the people in the building here, you had this fixed cover that you were part of this special

[REDACTED] It came under [REDACTED] I believe -- I'm not sure about that -- but nothing was properly backstopped. When I walked in the

25X1C4a

MR. FISHER: How did that hurt her though?

25X1A

[REDACTED] Simply that they were told that they could not say Agency employment, but they had no real backstopping.

MR. FISHER: Did people come in and out of the office?

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25X1A9a

[REDACTED] No. I think maybe I would answer it differently. I know some of the people in [REDACTED] have been given 25X1A8b creditable time for some of this period. Now, the ones that I know of did have some overseas service to support the creditable time that they were given in [REDACTED]

25X1A8b

It sort of boils down to the question of whether you give full credit with [REDACTED] without any overseas time to back it 25X1A8b up. I'm not sure why she didn't go overseas in the earlier days.

MR. FISHER: Well, she claims that she always wanted to but that her efforts were always thwarted. As I say, I don't doubt that she was willing, but that doesn't buy very much.

Her total period of assignment I guess starts in July of 1962.

25X1A9a

[REDACTED] As I understand it she was picked at the outset of this program to set up the administrative and personnel system for the [REDACTED] Division. I don't doubt that because she knew it from 25X1A8b the word go about every person that had been in it and the procedures, etc. She was there until 1970.

MR. FISHER: So she was there for almost eight years. It would make it necessary for us to see five out of the eight years for qualifying domestic service.

25X1A9a

[REDACTED] I found it to be very unique contrasting it with the service here at Headquarters Building. We were certainly handicapped in discussing where we worked and going to and from work. When people found out that you worked downtown they always wanted to know where downtown. But I can't exaggerate these difficulties. They were not that tough.

25X1C4a

MR. FISHER: We have been through this once before. There are people in this building who have to say they are [REDACTED] 25X1C4a [REDACTED] and you might argue that it's easier to live your cover if you are not coming to this building all the time. But I don't see that as a terrible strain.

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25X1C4c

MR. FISHER: Even during your period of time there she was Chief of Personnel under you. How much of this going outside did she do? what percentage of her work was that?

25X1A9a [REDACTED] Well, in dealing with those people -- as far as paperwork is concerned -- probably about half of the time. It's very complicated with that group. The work the staff people did inside was routine. I suppose going outside and meeting with these people happened maybe two or three times a week.

MR. FISHER: I see. Does anybody else have any questions?

25X1A9a [REDACTED] I don't guess we have a feel for the period of time before you were there, but do you think she was doing more of that or less of that? dealing with proprietaries?

25X1A9a [REDACTED] I would suspect that she was doing

25X1A9a [REDACTED] more of it. [REDACTED] relied upon her very heavily and she knew that

[REDACTED] had developed these programs and knew the individuals so well 25X1A9a personally.

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When I was there, [REDACTED]

25X1A9a

was there and he didn't have that background. I think possibly I was doing more of the administration than some of the others had before me, mainly because I just like to know what's going on and I think some of the others didn't really care very much. There was a turnover of several people in sequence. I had a feeling they never really got a feel for the job. During the turnover there was a series of people, so in the area of personnel she was pretty well carrying the ball. And I don't mean to say that she didn't after I was there, too.

I would conjecture that she was doing more perhaps in the earlier days. You might even find that you had no actual Chief of Support there in the early days. She was actually functioning in that capacity. You might check your records on that.

MR. FISHER: She indicates that she was in a sense the administrative officer. But again, I think we are inclined to say okay, she was under official cover, she worked downtown, she spent most of her time in the office working on personnel matters, and that her work outside of the office would involve meeting Americans who were being recruited to work for these proprietaries, and she might have done this as much as twice a week.

25X1A9a

[REDACTED] I can see that, yes. And in the early days it was probably more than that.

MR. FISHER: Did she have to run out and meet these proprietary people on other problems?

25X1A9a

[REDACTED] I'm not sure I understand.

MR. FISHER: Anything other than this recruiting business.

25X1A9a

[REDACTED] Well, separation was tougher than recruiting. The toughest part was separating these people.

25X1A9a

[REDACTED] Did she have contact with them in between?

MR. FISHER: I'm trying to get all kinds of contacts that took her outside.

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25X1A9a

[REDACTED]

MR. FISHER: But again, they knew who she was and she knew who they were.

25X1A9a

[REDACTED]

after they were cleared. It was only the conditions under which they had to meet.

MR. FISHER: Does anybody else have any questions?

(No response.)

Thank you, [REDACTED]

25X1A9a

. . . [REDACTED] withdrew from the meeting at this time . . .

25X1A9a

MR. FISHER: [REDACTED] What do you think?

25X1A9a

[REDACTED] I don't see it.

25X1A9a

MR. FISHER: Jack?

[REDACTED] No.

25X1A9a

MR. FISHER: Bob?

[REDACTED] No.

25X1A9a

MR. FISHER: It comes out to me that her work was obviously a little different than those people that worked here. She was under official cover. She did meet on the outside, but they were mostly people that she knew and it was on U.S. property. I don't see the stringent tradecraft to protect her cover, and certainly not five years worth of it. Is there anyone who feels that there is any basis at all? (All the Board members unanimously indicated in the negative.)

. . . Motion was then made, seconded and passed

denying [REDACTED] membership in the System . . .

25X1A9a

. . . The meeting adjourned at 4:15 p.m. . . .

SECRET